

**2017**



Department of  
**Safety &  
Homeland Security**

**INSPECTIONAL SERVICES BUREAU  
INTERNAL INVESTIGATIONS UNIT**

# **ISB ANNUAL REPORT**

This report provides statistical data regarding administrative investigations, citizen complaints, vehicle pursuits, patrol crashes, use of force incidents, and firearm discharge incidents, etc. within the Department of Safety and Homeland Security from January 2017-December 2017.



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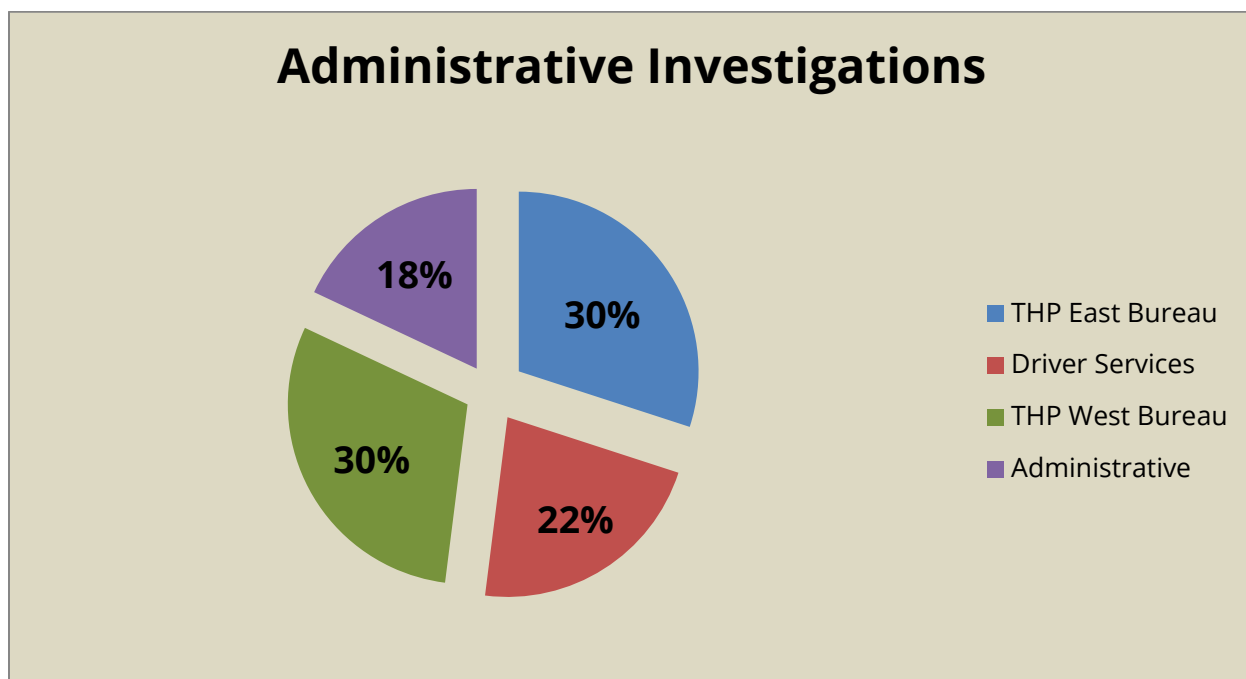


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## ADMINISTRATIVE INVESTIGATIONS (AD)

The Inspectional Services Bureau processed 251 Administrative Investigations (AD) in 2017. The distributions of AD cases are as follows: THP East Bureau 30%, THP West Bureau 30%, Driver Services 22%, and Administrative 18%. Out of the 251 cases, the Inspectional Services Bureau completed 41 (16.33%) investigations and the Field completed 210 (83.67%) investigations. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all AD cases.



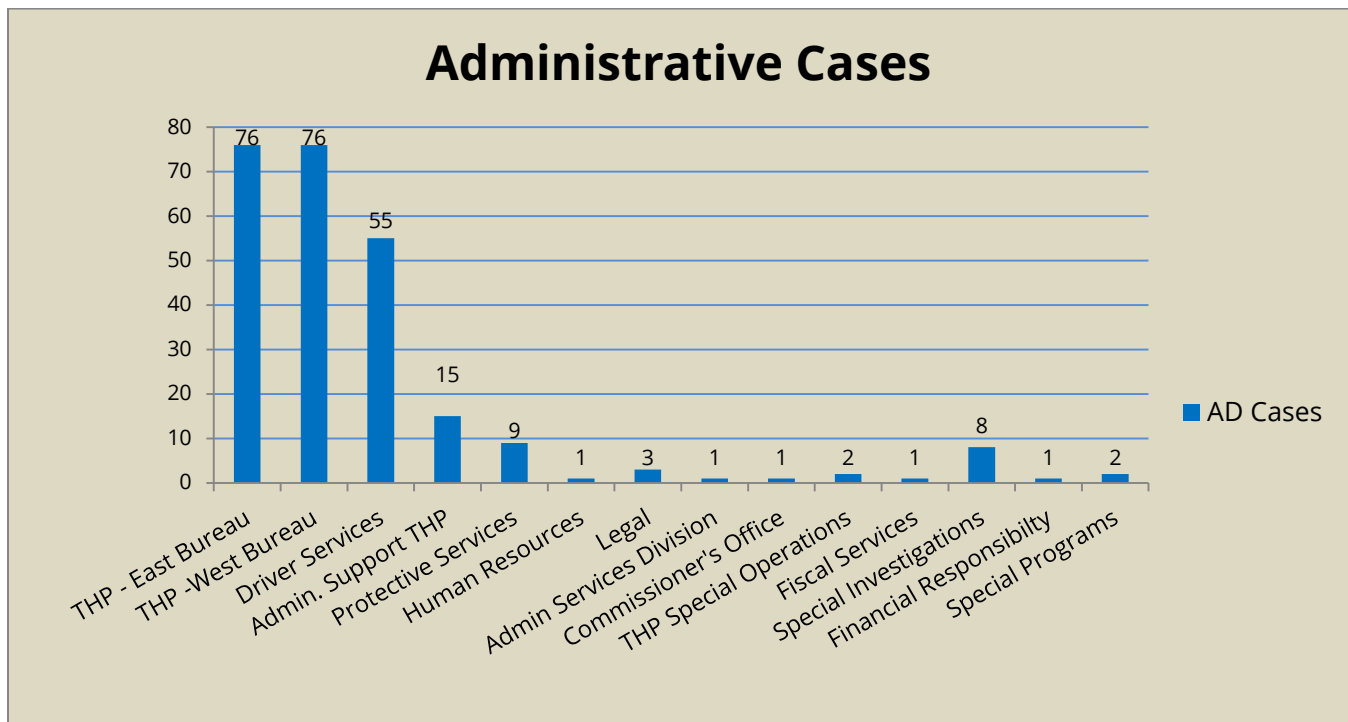
*For reporting purposes in this section, Administrative consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Legal, Technology Systems, Special Investigations, Homeland Security, Fiscal Services, Human Resources, Internal Audit, Financial Responsibility, Special Programs.*

*In reference to this report, Admin Support THP consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, and the Colonel's Office.*

*In reference to this report, Admin Services Division consists of the following: Research Planning & Development*



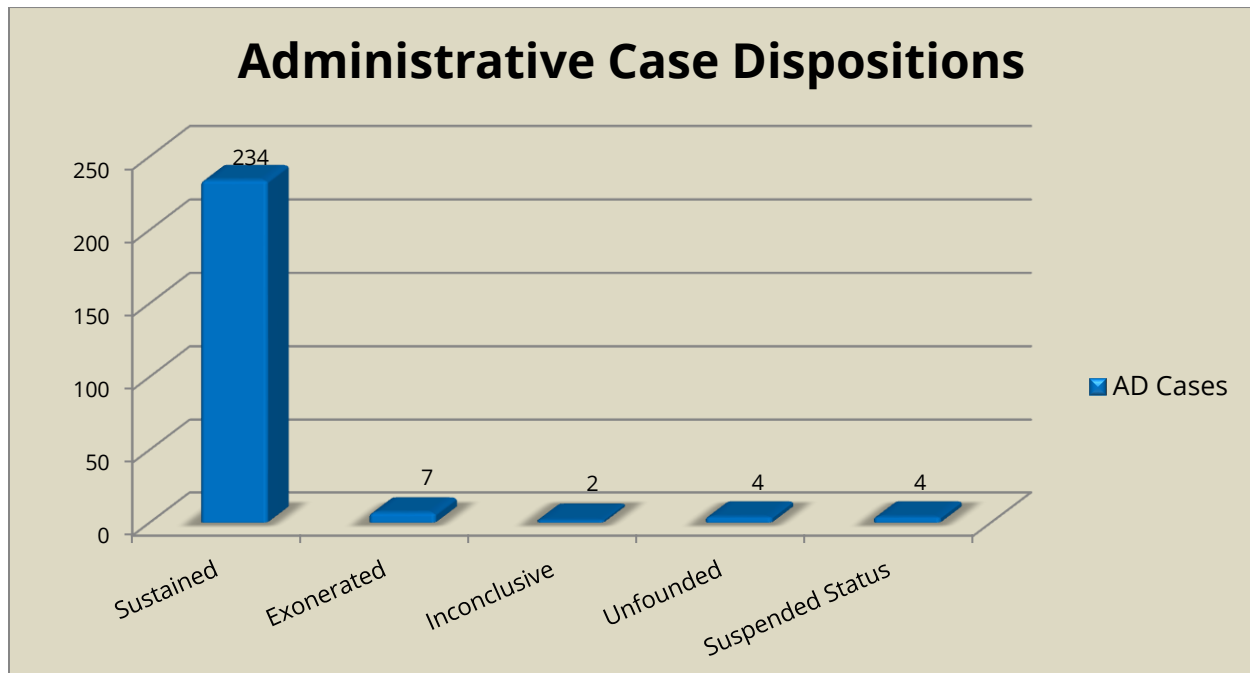
## Statewide Distribution of Administrative Investigations by Unit



THP – East Bureau	76	30.28%
THP -West Bureau	76	30.28%
Driver Services	55	21.91%
Admin. Support THP	15	5.98%
Protective Services	9	3.59%
Human Resources	1	0.4%
Legal	3	1.20%
Admin Services Division	1	0.4%
Commissioner’s Office	1	0.4%
THP Special Operations	2	0.8%
Fiscal Services	1	0.4%
Special Investigations	8	3.19%
Financial Responsibility	1	0.4%
Special Programs	2	0.8%
<b>Total</b>	<b>251</b>	<b>100.0%</b>



## Disposition of Administrative Investigation Cases



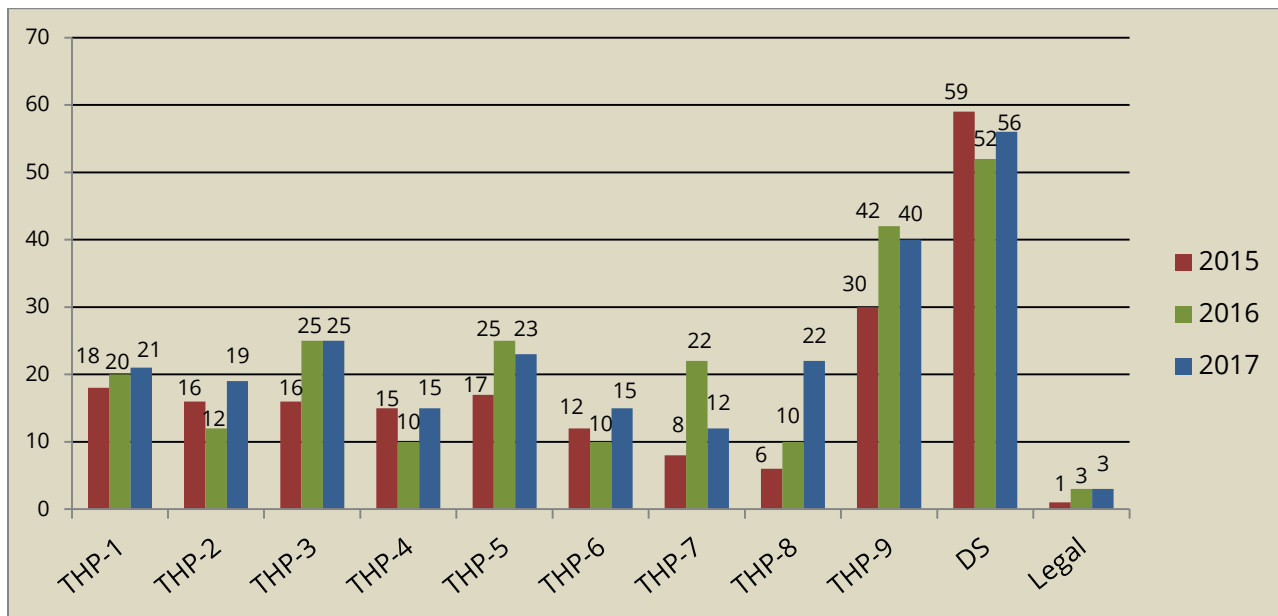
AD Case Disposition	AD Cases	Percent
Sustained	234	93.23%
Exonerated	7	2.79%
Inconclusive	2	0.8%
Unfounded	4	1.59%
Suspended Status	4	1.59%
<b>Total</b>	<b>251</b>	<b>100.0%</b>

4 cases are in a suspended status due to the employees being on extended leave.



## 2015-2017 Administrative Case Trend Analysis

During 2017, the Department saw a 8.6% increase in Administrative Cases when compared to 2016. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.



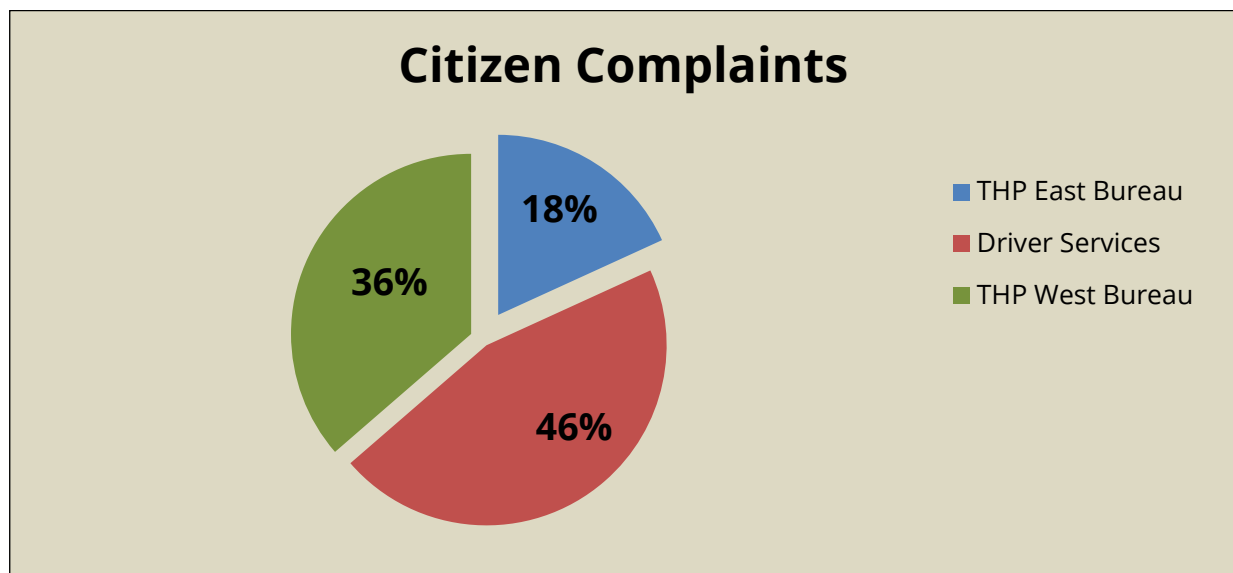
District	2015 AD Cases	2015 % of AD Cases per District	2016 AD Cases	2016 % of AD Cases per District	2017 AD Cases	2017 % of AD Cases per District	2015/2016 +/- Change Number of Cases	2015/2016 Percentage Difference	2016/2017 +/- Change Number of Cases	2016/2017 Percentage Difference
THP-1	18	9.1%	20	8.7%	21	8.37%	+2	+11.11%	+1	+5.0%
THP-2	16	8.6%	12	5.3%	19	7.57%	-4	-25.00%	+7	+58.33%
THP-3	16	8.1%	25	10.8%	25	9.96%	+9	+56.25%	0	+0.0%
THP-4	15	7.6%	10	4.3%	15	5.98%	-5	-33.33%	+5	+50.00%
THP-5	17	8.6%	25	10.8%	23	9.16%	+8	+47.06%	-2	-8.00%
THP-6	12	6.1%	10	4.3%	15	5.98%	-2	-16.67%	+5	+50.00%
THP-7	8	4.0%	22	9.5%	12	4.78%	+14	+175.00%	-10	-45.45%
THP-8	6	3.0%	10	4.3%	22	8.76%	+4	+66.67%	+12	+120.00%
THP-9	30	15.2%	42	18.2%	40	15.94%	+14	+40.00%	-2	-4.76%
DS	59	27.8%	52	22.5%	56	22.31%	-7	-11.86%	+4	+7.69%
Legal	1	0.5%	3	1.3%	3	1.20%	+2	+200.00%	0	+0%
<b>Totals</b>	<b>198</b>	<b>100.0%</b>	<b>231</b>	<b>100.0%</b>	<b>251</b>	<b>100%</b>	<b>+33</b>	<b>-14.7%</b>	<b>+20</b>	<b>+8.66%</b>

**THP-9** consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Special Programs, Homeland Security, Human Resources, Fiscal Services, and Internal Audit.



## Citizen Complaints (CC) by THP Bureaus & Driver Services (DS)

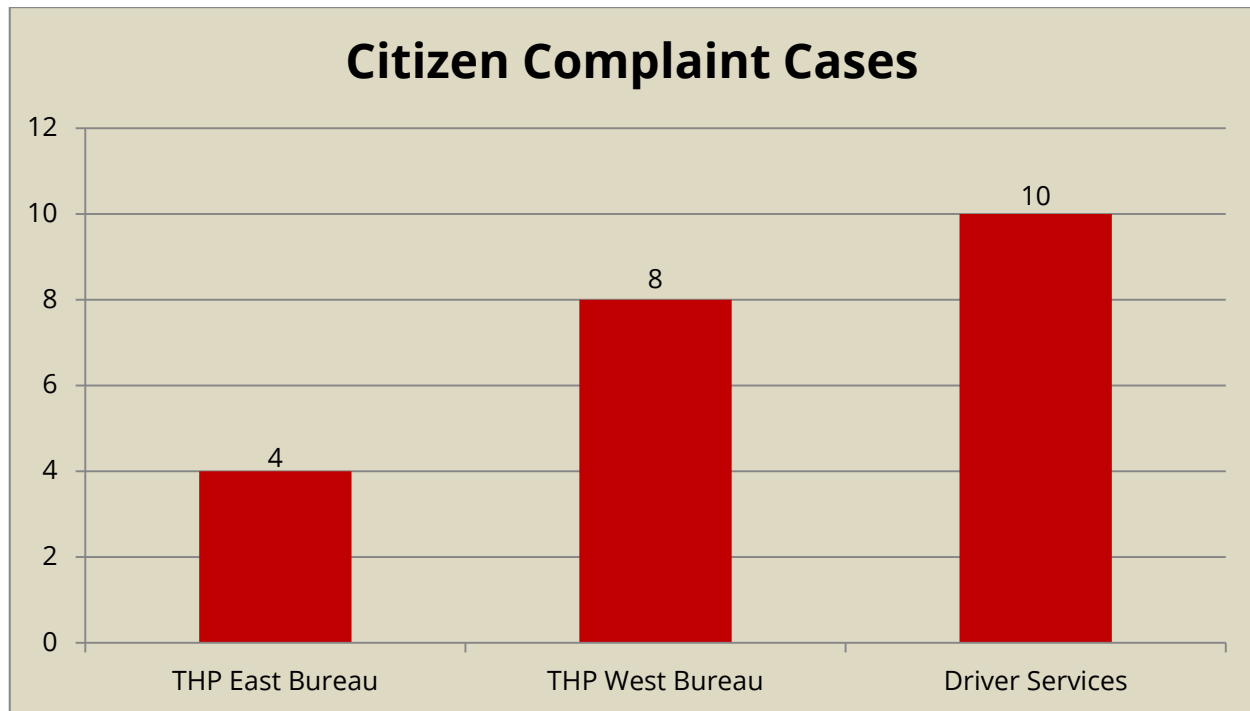
Citizen Complaints (CC) are complaints made by the general public that allege an employee of the Department has violated a rule, policy, or procedure. ISB began tracking Citizen Complaints in 2013. The Department received 22 Citizen Complaints during 2017. Out of the 22 cases, the Inspectional Services Bureau completed 7 (31.82%) investigations and the Field completed 15 (68.18%) investigations. During 2017, the Department saw a 48.84% decrease in Citizen Complaints when compared to 2016. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.







## Statewide Distribution of Citizen Complaints

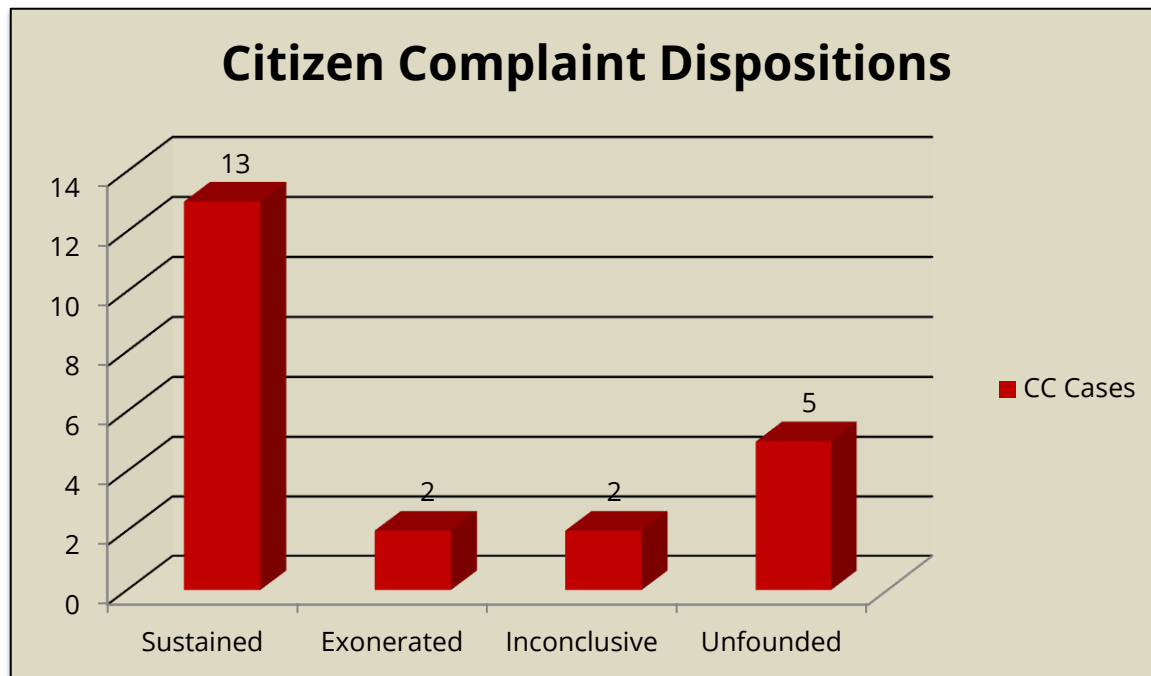


THP East Bureau	4	18.18%
THP West Bureau	8	36.36%
Drivers Services	10	46.00%
<b>Total</b>	<b>22</b>	<b>100.0%</b>

- *Divisions not mentioned within the chart had no Citizen Complaint Investigations in 2017.*



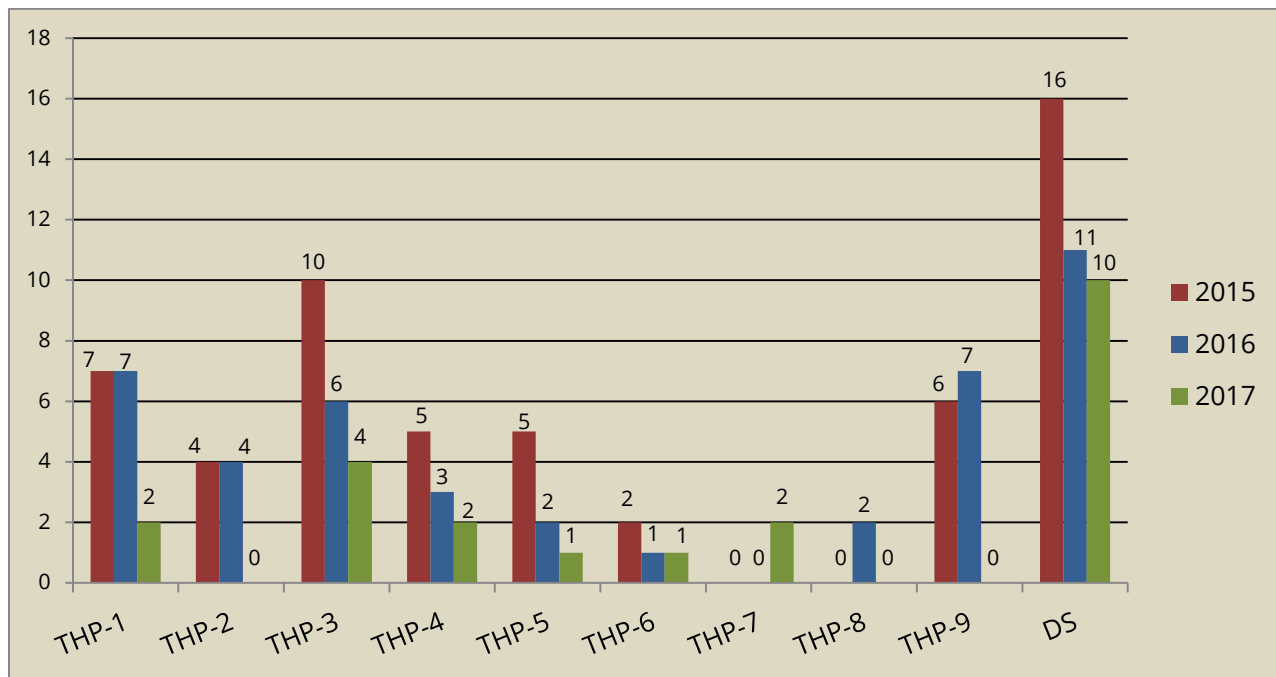
## Disposition of Citizen Complaint Investigations



CC Case Disposition	CC Cases	CC Percentage
Sustained	13	59.09%
Exonerated	2	9.09%
Inconclusive	2	9.09%
Unfounded	5	22.73%
<b>Totals</b>	<b>22</b>	<b>100.0%</b>



## 2015-2017 Citizen Complaint Case Trend Analysis

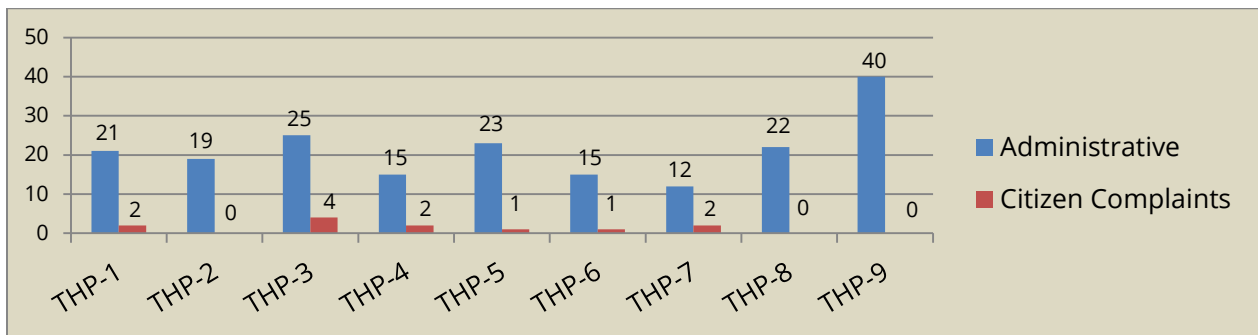


District	2015 CC Cases	2015 % of CC Cases per District	2016 CC Cases	2016 % of CC Cases per District	2017 CC Cases	2017 % of CC Cases per District	2015/2016 +/- Change Number of Cases	2015/2016 Percentage Difference	2016/2017 +/- Change Number of Cases	2016/2017 Percentage Difference
THP-1	7	12.7%	7	16.3%	2	9.09%	0	0.0%	-5	-71.4%
THP-2	4	7.3%	4	9.3%	0	0.0%	0	0.0%	-4	-100.0%
THP-3	10	18.2%	6	13.9%	4	18.18%	-4	-40%	-2	-33.3%
THP-4	5	9.1%	3	6.9%	2	9.09%	-2	-40%	-1	-33.3%
THP-5	5	9.1%	2	4.7%	1	4.55%	-3	-60%	-1	-50.0%
THP-6	2	3.6%	1	2.3%	1	4.55%	-1	-50%	0	0.0%
THP-7	0	0.0%	0	0.0%	2	9.09%	0	0.0%	+2	+200.0%
THP-8	0	0.0%	2	4.7%	0	0.0%	+2	+200%	-2	-100.0%
THP-9	6	10.9%	7	16.3%	0	0.0%	+1	+16.7%	-7	-100.0%
DS	16	29.1%	11	25.6%	10	45.45%	-5	-31.3%	-1	-9.1%
<b>Totals</b>	<b>55</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>22</b>	<b>100%</b>	<b>-12</b>	<b>-21.8%</b>	<b>-21</b>	<b>-48.84%</b>

**THP-9** consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Special Programs, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Support Services, and Internal Audit.



## Distribution of THP Case by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	21	10.94%	2	16.7%	23
THP-2	19	9.90%	0	0.0%	19
THP-3	25	13.02%	4	33.3%	29
THP-4	15	7.81%	2	16.7%	17
THP-5	23	11.98%	1	8.33%	24
THP-6	15	7.81%	1	8.33%	16
THP-7	12	6.25%	2	16.7%	14
THP-8	22	11.46%	0	0.0%	22
THP-9	40	20.83%	0	0.0%	40
<b>Total</b>	<b>192</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>	<b>204</b>

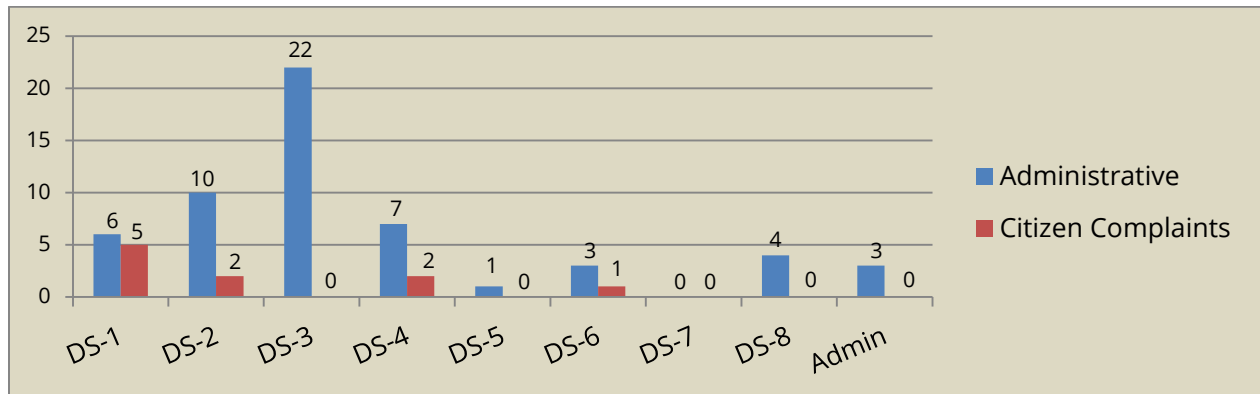
**THP-9** consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Special Programs, Homeland Security, Human Resources, Fiscal Services, Legal, and Internal Audit.

- During 2017, THP saw a decrease of 28% in Behavioral /Conduct cases, a decrease of 2.86% in Job Performance cases, and a 46.94% increase in Departmental Crash violations when compared to 2016.

Administrative Violation Types	# of AD Cases 2016	# of AD Cases 2017	% for 2017 Total
Behavioral/Conduct	25	18	9.38%
Job Performance	105	102	53.13%
Departmental Crash	49	72	37.50%
<b>Totals</b>	<b>179</b>	<b>192</b>	<b>100.0%</b>



## Distribution of Driver Services Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	6	10.71%	5	50.0%	11
DS-2	10	17.86%	2	20.0%	12
DS-3	22	39.29%	0	0.0%	22
DS-4	7	12.50%	2	20.0%	9
DS-5	1	1.79%	0	0.0%	1
DS-6	3	5.36%	1	10.0%	4
DS-7	0	0%	0	0.0%	0
DS-8	4	7.14%	0	0.0%	4
Admin	3	5.36%	0	0.0%	3
<b>Total</b>	<b>56</b>	<b>100.0%</b>	<b>10</b>	<b>100.0%</b>	<b>66</b>

- 33 of the Administrative Investigation cases for Driver Services in 2017 were for unsatisfactory job performance; an increase of 51.52% from 2016. Behavioral/Conduct issues accounted for 30.36% of Administrative Investigation cases, up 5.77% from 2016.

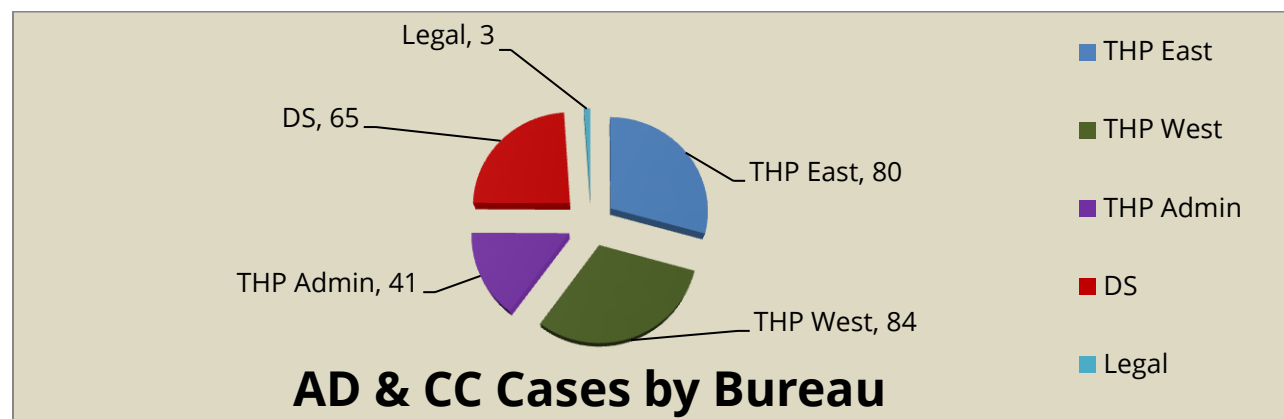
Administrative Violation Types	# of AD Cases 2016	# of AD Cases 2017	% of Total
Violation of Rules	10	3	5.36%
Behavioral/Conduct	15	17	30.36%
Job Performance	16	33	58.93%
Departmental Crash	4	0	0.0%
Funds Management	7	3	5.36%
<b>Totals</b>	<b>52</b>	<b>56</b>	<b>100.0%</b>



## Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	76	4	80
THP West	76	8	84
*THP Admin	41	0	41
DS	55	10	65
Legal	3	0	3
HS	0	0	0
<b>Totals</b>	<b>251</b>	<b>22</b>	<b>273</b>

*\*THP Admin consists of the following: Admin. Support THP, Protective Services, Special Investigations, Fiscal Services, THP Special Operations, Admin Services Division, Field Operations, Human Resources, Communications, Internal Audit & Technology Systems.*



Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	AD & CC Total	Percentage Total
Sustained	234	93.23%	13	59.09%	247	90.48%
Exonerated	7	2.79%	2	9.09%	9	3.30%
Inconclusive	2	0.8%	2	9.09%	4	1.47%
Unfounded	4	1.59%	5	22.73%	9	3.30%
Suspended Status	4	1.59%	0	0.0%	4	1.47%
<b>Totals</b>	<b>251</b>	<b>100.0%</b>	<b>22</b>	<b>100.0%</b>	<b>273</b>	<b>100.0%</b>



## Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 48 suspensions during the calendar year of 2017. The distribution of these suspensions by sections and number of days suspended is shown in the table below.

Suspensions	Driver Services	THP East Bureau	THP West Bureau	THP Admin.	Human Resources	Grand Total 2017	Grand Total 2016	2016/2017 +/- Change Number of Cases	2016/2017 Percentage Difference
1 Day	3	4	15	8	0	30	29	+1	+3.45%
2 Days	0	4	6	4	0	14	10	+4	+40.0%
3 Days	0	1	1	0	0	2	6	-4	-66.67%
4 Days	0	0	0	0	0	0	1	-1	-100.0%
5 Days	0	0	0	0	0	0	2	-2	-100.0%
7 Days	0	1	0	0	0	1	1	0	0%
10 Days	0	1	0	0	0	1	3	-2	-66.67%
20 Days	0	0	0	0	0	0	1	-1	-100.0%
30 Days	0	0	0	0	0	0	1	-1	-100.0%
<b>Totals</b>	<b>3</b>	<b>11</b>	<b>22</b>	<b>12</b>	<b>0</b>	<b>48</b>	<b>54</b>	<b>-8</b>	<b>-11.11%</b>
<b>% of Suspensions</b>	<b>6.25%</b>	<b>22.92%</b>	<b>45.83%</b>	<b>25.00%</b>	<b>0%</b>	<b>100.0%</b>			

The Department suspended 48 employees in 2017, compared to suspending 54 employees in 2016. This represents an 11.11% decrease in suspensions.



## Distribution of Suspensions by Unit/District

The below table illustrates a breakdown by Unit/District for the 48 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	4 Days	5 Days	7 Days	10 Days	20 Days	30 Days	Total Suspension	Total Percentage Suspension
DS-1	1	0	0	0	0	0	0	0	0	1	2.8%
DS-2	0	0	0	0	0	0	0	0	0	0	0%
DS-3	2	0	0	0	0	0	0	0	0	2	4.17%
DS-4	0	0	0	0	0	0	0	0	0	0	0%
DS-8	0	0	0	0	0	0	0	0	0	0	0%
THP-1	0	1	0	0	0	0	0	0	0	1	2.8%
THP-2	2	0	0	0	0	1	0	0	0	3	6.25%
THP-3	7	1	0	0	0	0	0	0	0	8	16.67%
THP-4	3	0	0	0	0	0	0	0	0	3	6.25%
THP-5	1	1	0	0	0	0	1	0	0	3	6.25%
THP-6	1	2	1	0	0	0	0	0	0	4	8.33%
THP-7	4	1	1	0	0	0	0	0	0	6	12.50%
THP-8	1	4	0	0	0	0	0	0	0	5	10.42%
Admin. Support THP	8	4	0	0	0	0	0	0	0	12	25.00%
Human Resources	0	0	0	0	0	0	0	0	0	0	0%
<b>TOTALS</b>	<b>30</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>100.0%</b>

*In reference to this report, Admin Support THP consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, and the Colonel's Office.*





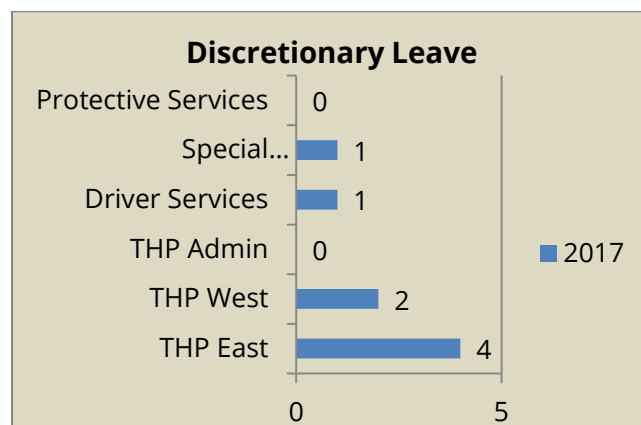
## Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

### A. Terminations, Resignations & Demotions:

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	2	0	1	1	4
THP West	1	0	0	0	1
Admin. Support THP	2	6	0	0	8
Driver Services	7	2	1	0	10
Homeland Security	0	0	0	0	0
Internal Audit	0	0	0	0	0
Legal	0	1	0	0	1
Technology Systems	0	0	0	0	0
Human Resources	0	0	0	0	0
Financial Responsibility	0	0	0	0	0
<b>Totals</b>	<b>12</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>24</b>

Comparing 2016 to 2017, the Department saw a 50% increase in Terminations (8 to 12), a 33% decrease in Resignations (3 to 2), a 83% decrease in Demotions (6 to 1), and a 55% decrease in Probationary / Part-Time Terminations (20 to 9).

### B. Discretionary Leave 2016-2017 Comparison:



During 2017, there was a decrease in the number of employees placed on Discretionary Leave with Pay. Eight (8) employees were placed on Discretionary Leave with Pay in 2017, compared to thirteen (13) employees during 2016, which represents a 38.46% decrease.



### C. Appeal Hearings:

During the calendar year of 2017, of the 288 cases processed by the Inspectional Services Bureau, 249 cases were sustained and the employee received disciplinary action. The Inspectional Services Bureau (ISB) received eleven (11) appeals in the calendar year of 2017. One (1) appeal hearing was scheduled but not held due to the Department allowing the employee to retire. Upon consultation with the Department's Legal and Human Resource Divisions, it was determined all of the other appeals were valid. Subsequently, ten (10) of the sixty-two (62) appealable disciplinary actions were appealed to Step 1. The original disciplinary action taken by the Department was upheld in six (6) of the ten (10) Step 1 appeal hearings. Four (4) disciplinary actions were overturned or reduced at the Step 1. Of the six (6) actions upheld at Step 1, five (5) were appealed to Step II. At the Step II level, three (3) disciplinary actions were upheld and two (2) were reduced. Of the ten (10) cases, two (2) were appealable to the Step III level. Only one (1) employee appealed to the Step III and termination was upheld.

See chart below for a detailed description of employee appeals.

District	Final Appeal Decisions
Admin. Support THP	2-Day Suspension was upheld at the Step II Appeal Level
THP-9	1-Day Suspension reduced to written warning at the Step II Appeal Level
THP-9	2-Day Suspension reduced to 1-Day Suspension at the Step II Appeal Level
THP-1	Termination upheld at Step II
THP-9	2-Day Suspension reduced to a 1-Day Suspension at the Step I Appeal Level.
DS-2	1-Day Suspension overturned at the Step I Appeal Level



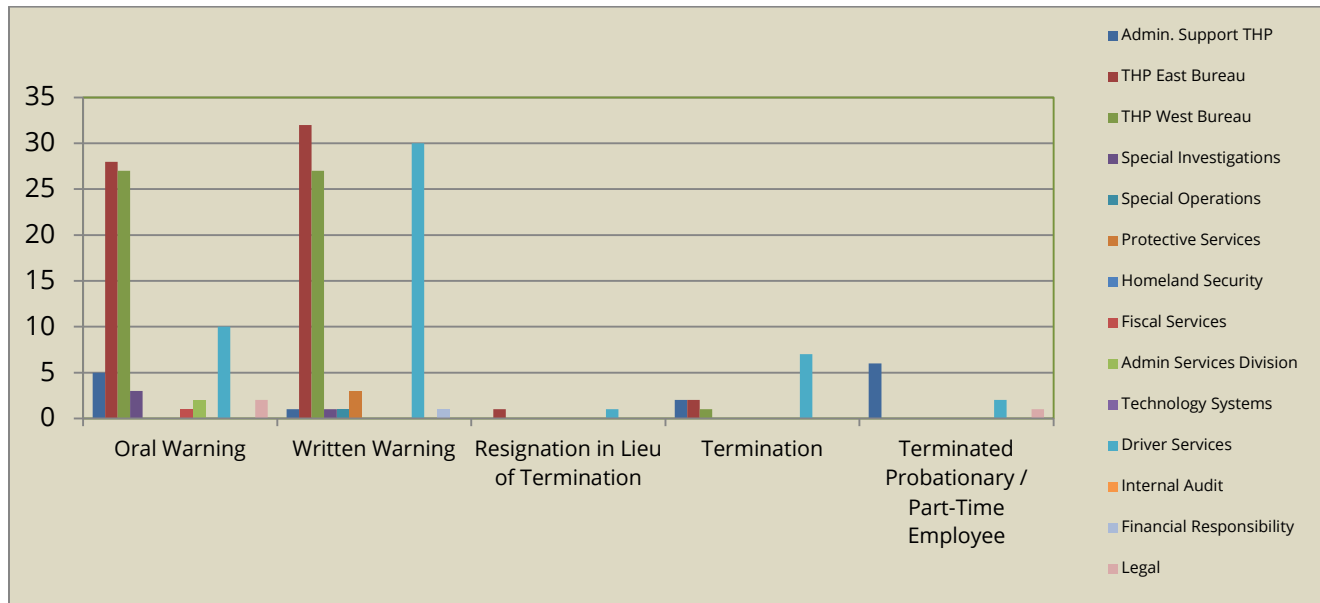
District	Final Appeal Decisions
THP-3	Termination was upheld at Step III Appeal Level
DS-2	1-Day Suspension reduced to written warning at the Step I Appeal Level
THP-9	2-Day Suspension was upheld at the Step I Appeal Level
THP-1	1-Day Suspension reduced to written warning at the Step I Appeal Level

#### D. Written Warning Reviews:

During 2017, 97 written warnings were processed by the Inspectional Services Bureau. Four (4) employee's submitted a request for a written warning review. Three (3) were upheld and one (1) overturned.



## Other Disciplinary Actions



	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
Admin. Support THP	5	1	0	2	6	14
THP East Bureau	28	32	1	2	0	63
THP West Bureau	27	27	0	1	0	55
Special Investigations	3	1	0	0	0	4
Special Operations	0	1	0	0	0	1
Protective Services	0	3	0	0	0	3
Homeland Security	0	0	0	0	0	0
Human Resources	0	1	0	0	0	1
Fiscal Services	1	0	0	0	0	1
Internal Audit	0	0	0	0	0	0
Admin Services Division	2	0	0	0	0	2
Technology Systems	0	0	0	0	0	0
Driver Services	10	30	1	7	2	50
Financial Responsibility	0	1	0	0	0	1
Legal	2	0	0	0	1	3
<b>Totals</b>	<b>78</b>	<b>97</b>	<b>2</b>	<b>12</b>	<b>9</b>	<b>198</b>



### Oral Warning Distribution

Admin. Support THP	5	6.41%
THP East Bureau	28	35.90%
THP West Bureau	27	34.62%
Special Investigations	3	3.85%
Admin. Services Division	2	2.56%
Legal	2	2.56%
Fiscal Services	1	1.28%
Driver Services	10	12.82%
<b>Total</b>	<b>78</b>	<b>100.0%</b>

### Written Warning Distribution

THP East Bureau	32	32.99%
THP West Bureau	27	27.84%
Special Investigations	1	1.03%
Special Operations	1	1.03%
Protective Services	3	3.09%
Admin. Support THP	1	1.03%
Driver Services	30	30.93%
Human Resources	1	1.03%
Financial Responsibility	1	1.03%
<b>Totals</b>	<b>97</b>	<b>100.0%</b>

### Resigned In Lieu of Termination

THP East Bureau	1	50.0%
THP West Bureau	0	0.0%
Driver Services	1	50.0%
<b>Totals</b>	<b>2</b>	<b>100.0%</b>

### Termination Distribution

THP East Bureau	2	16.67%
THP West Bureau	1	8.33%
Admin. Support THP	2	16.67%
Homeland Security	0	0.0%
Internal Audit	0	0.0%
Admin Services Division	0	0.0%
Legal	0	0.0%
Technology Systems	0	0.0%
Driver Services	7	58.33%
<b>Totals</b>	<b>12</b>	<b>100.0%</b>

### Terminated Probationary / Part-Time Employee

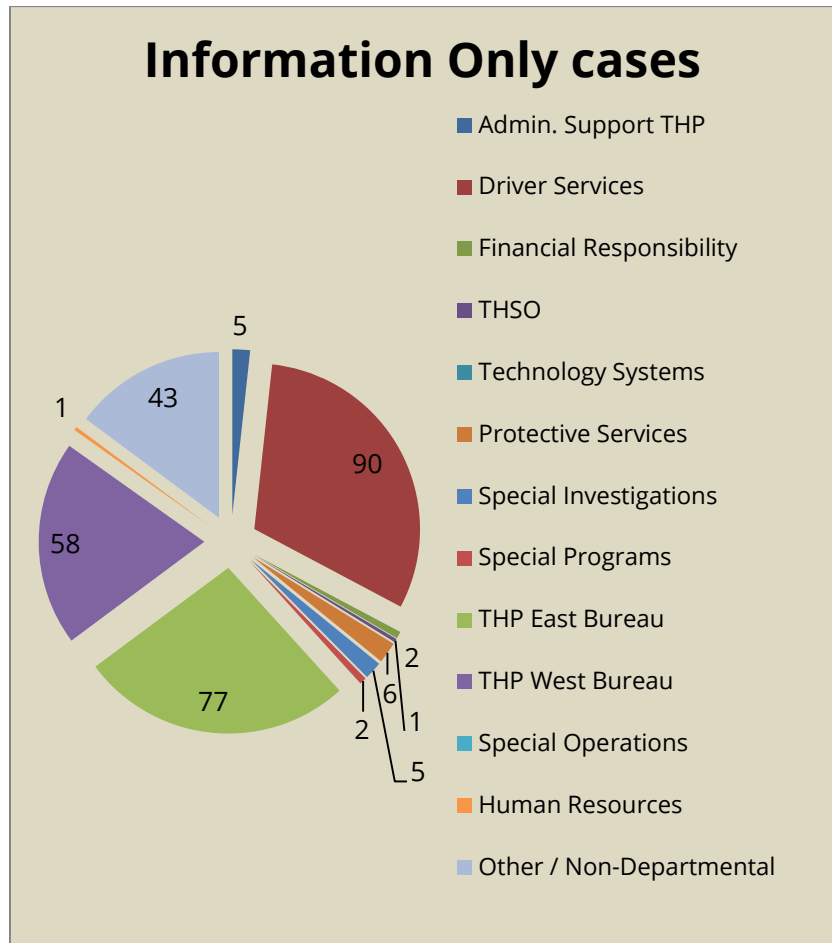
Admin. Support THP	6	66.67%
Human Resources	0	0.0%
Financial Responsibility	0	0.0%
Legal	1	11.11%
Driver Services	2	22.22%
<b>Totals</b>	<b>9</b>	<b>100.0%</b>



## Information Only Cases

The Inspectional Services Bureau processed 290 Information Only (IO) cases in 2017. Cases categorized as an IO involve complaints that are minor in nature, requests for information, and complaints that are non-departmental but for informational purposes are tracked by the Department.

Unit Assigned	Amount
Admin. Support THP	5
Driver Services	90
Financial Responsibility	2
THSO	1
Technology Systems	0
Protective Services	6
Special Investigations	5
Special Programs	2
THP East Bureau	77
THP West Bureau	58
Special Operations	0
THP Admin Service	0
Human Resources	1
Other / Non-Departmental	43
<b>Total</b>	<b>290</b>



The data in the Other/Non-Departmental category includes requests for information, customer comments, and complaints that are outside the jurisdiction of the Department. Comparing 2016 to 2017, Driver Services decreased by 4%, Highway Patrol increased by 10%, and Other/Non-Departmental decreased by 17%. Total IO cases decreased 12% in comparison to the previous year.



## Departmental Pursuit Data by District

During 2017, the Department had 208 pursuits. Compared to 182 pursuits in 2016, this represents a 14.29% increase. The following chart illustrates the number of vehicle pursuits by District.

District	Misdemeanor Pursuits	Felony Pursuits	Total Pursuits	Percentage
THP-1	3	23	26	12.50%
THP-2	4	23	27	12.98%
THP-3	1	40	41	19.71%
THP-4	0	8	8	3.85%
THP-5	3	42	45	21.63%
THP-6	1	18	19	9.13%
THP-7	2	7	9	4.33%
THP-8	0	24	24	11.54%
THP-9	1	8	9	4.33%
<b>Total</b>	<b>15</b>	<b>193</b>	<b>208</b>	<b>100%</b>

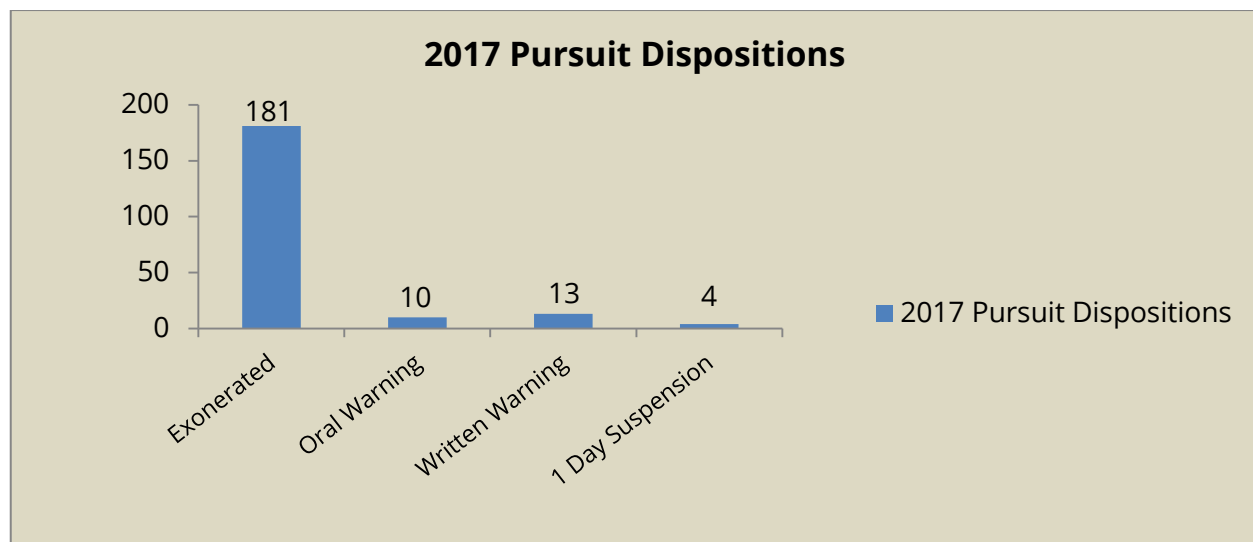
Initiated Due To	Number	Percentage
Felony BOLO	25	12.02
Misdemeanor BOLO	4	1.92%
Erratic Driving / DUI	34	16.35%
Speeding	86	41.35%
Other Traffic Offenses	59	28.37%
<b>Total</b>	<b>208</b>	<b>100%</b>



## Pursuit Dispositions by District

During 2017, there were 208 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. 181 were exonerated and 27 received disciplinary action.

The following are the disciplinary actions taken as a result of the pursuits: (10) oral warnings, (13) written warnings, and (4) one-day suspensions.



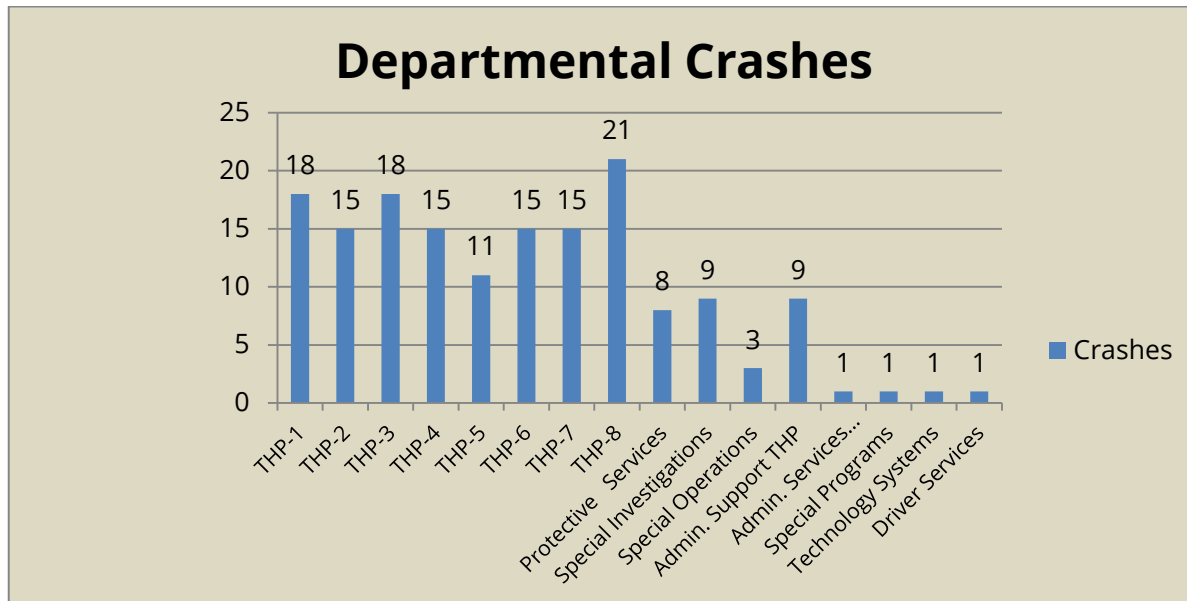
District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Total Pursuits
Special Investigations	4	0	0	0	0	0	4
Admin Support THP	3	0	0	0	0	0	3
Protective Services	2	0	0	0	0	0	2
THP-1	23	1	2	0	0	0	26
THP-2	26	0	0	1	0	0	27
THP-3	37	2	2	0	0	0	41
THP-4	5	1	2	0	0	0	8
THP-5	41	1	2	1	0	0	45
THP-6	14	2	2	1	0	0	19
THP-7	7	1	1	0	0	0	9
THP-8	19	2	2	1	0	0	24
<b>Total</b>	<b>181</b>	<b>10</b>	<b>13</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>208</b>





## Departmental Crash Data

The Department had 161 car crashes in 2017 compared to 132 car crashes in 2016. This represents a 21.97% increase in crashes from the previous year. The following chart illustrates a breakdown of crashes by Districts.

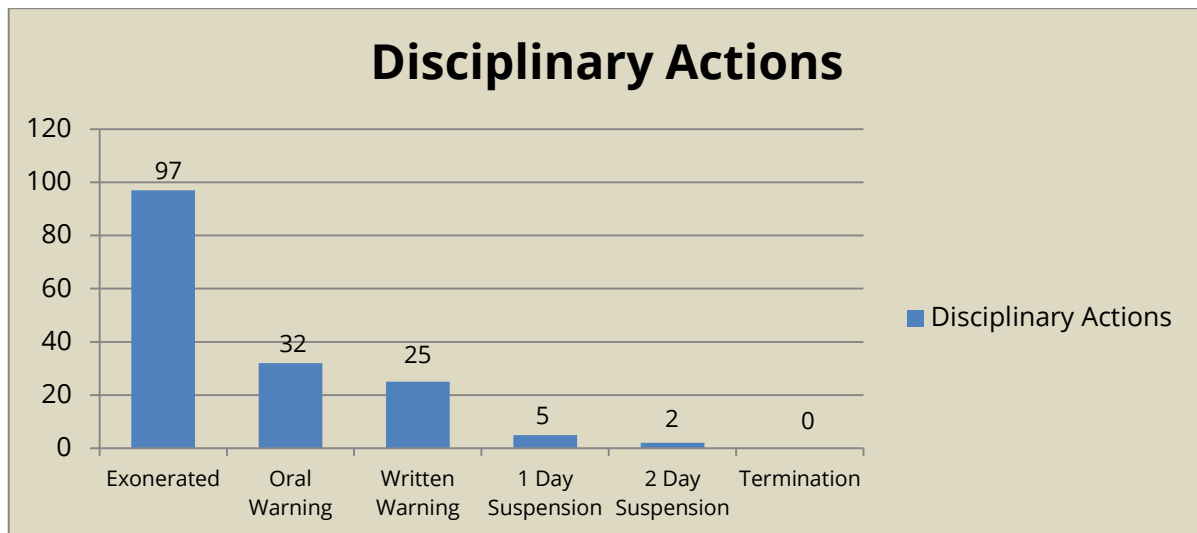


District	Total Crashes	% of Total
THP-1	18	11.18%
THP-2	15	9.32%
THP-3	18	11.18%
THP-4	15	9.32%
THP-5	11	6.83%
THP-6	15	9.32%
THP-7	15	9.32%
THP-8	21	13.04%
Protective Services	8	4.97%
Special Investigations	9	5.59%
Special Operations	3	1.86%
Admin. Support THP	9	5.59%
Admin. Services Division	1	.62%
Special Programs	1	.62%
Technology Systems	1	.62%
Driver Services	1	.62%
<b>Total</b>	<b>161</b>	<b>100.0%</b>



## Departmental Crash Disciplinary Actions by District

During 2017, there were 161 car crashes statewide. The chart below illustrates the disposition of those crashes by District.

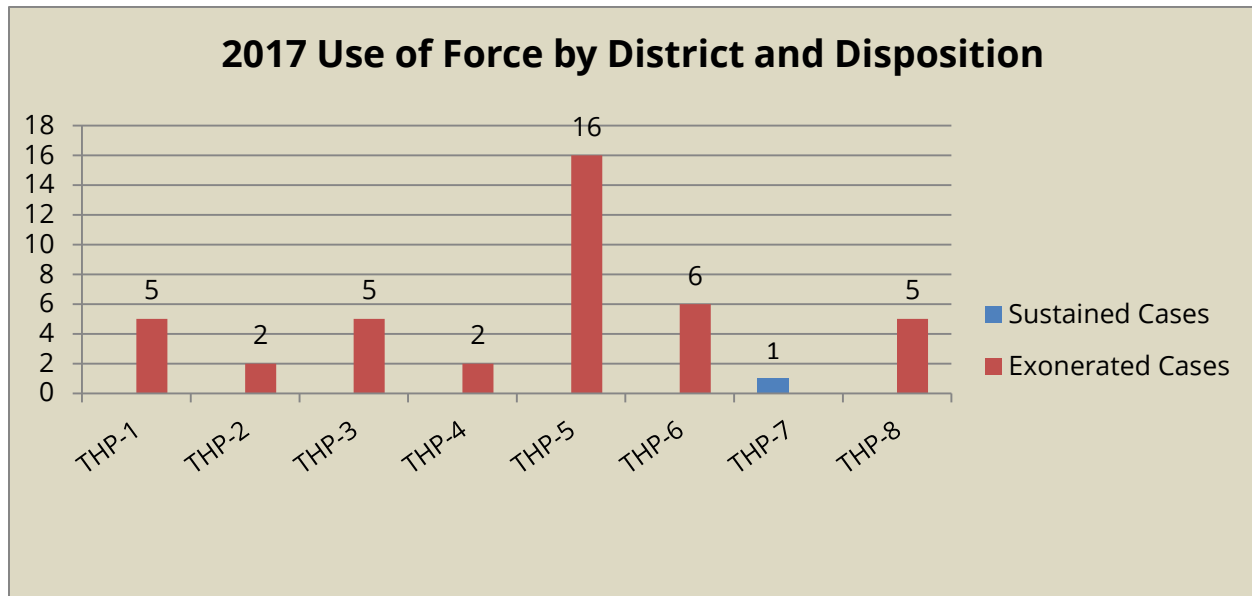


District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	Terminated	Total Crashes
THP-1	10	4	4	0	0	0	18
THP-2	9	3	3	0	0	0	15
THP-3	6	5	5	2	0	0	18
THP-4	8	6	1	0	0	0	15
THP-5	7	1	3	0	0	0	11
THP-6	11	1	2	0	1	0	15
THP-7	10	2	2	1	0	0	15
THP-8	12	6	2	0	1	0	21
Special Investigations	6	2	1	0	0	0	9
Admin. Support THP	8	1	0	0	0	0	9
Admin. Services Division	1	0	0	0	0	0	1
Protective Services	5	0	2	1	0	0	8
Special Programs	1	0	0	0	0	0	1
Special Operations	2	0	0	1	0	0	3
Technology Systems	0	1	0	0	0	0	1
Driver Services	1	0	0	0	0	0	1
<b>Total</b>	<b>97</b>	<b>32</b>	<b>25</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>161</b>



## Use of Force Incidents

During 2017, there were 42 Use of Force (UF) incidents. This represents a 39.13% decrease compared to the 69 Use of Force (UF) incidents that occurred in 2016. All complied with Departmental policies and procedures except for 1 Trooper being issued a 1 day suspension.

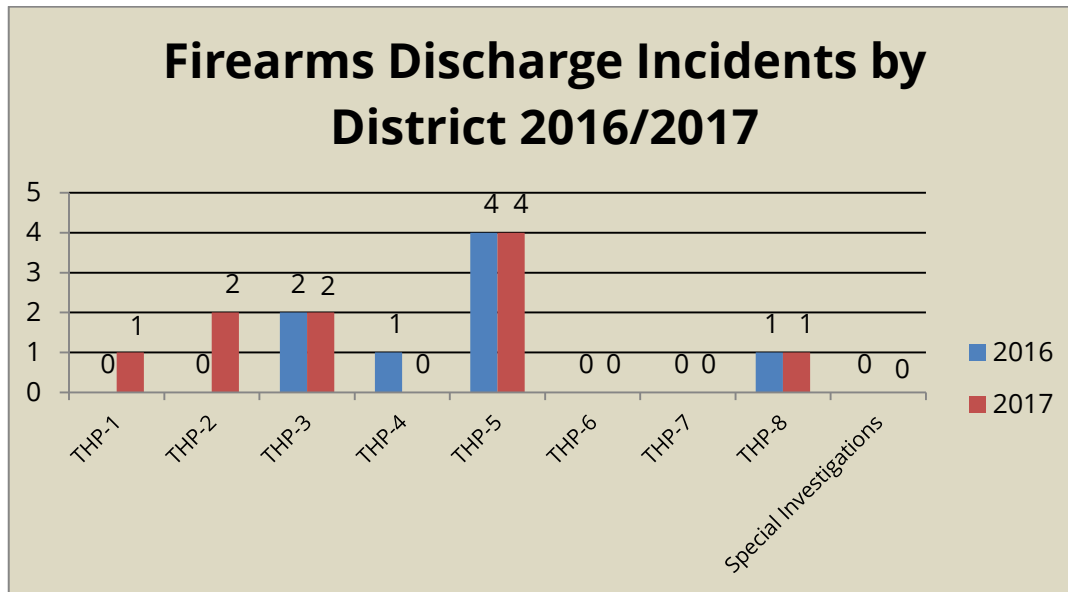


District	2016 Exonerated Cases	2016 Sustained Cases	2016 Total	2017 Exonerated Cases	2017 Sustained Cases	2017 Total	2017 % per District	2016/2017 +/- Change Number of Cases	2016/2017 % Difference
THP-1	7	0	7	5	0	5	11.90%	-2	-28.57%
THP-2	3	0	3	2	0	2	4.76%	-1	-33.33%
THP-3	8	0	8	5	0	5	11.90%	-3	-37.50%
THP-4	4	0	4	2	0	2	4.76%	-2	-50.00%
THP-5	16	1	17	16	0	16	38.10%	-1	-5.88%
THP-6	5	0	5	6	0	6	14.29%	+1	+20.00%
THP-7	7	0	7	0	1	1	2.38%	-6	-85.71%
THP-8	14	0	14	5	0	5	11.90%	-9	-64.29%
Special Investigations	3	0	3	0	0	0	0%	-3	-100.00%
Protective Services	1	0	1	0	0	0	0%	-1	-100.00%
Totals	68	1	69	41	1	42	100%	-27	-39.13%



## Firearm Discharges

During 2017, there were a total of ten (10) firearm discharge incidents and all employees were exonerated. Of the incidents, seven (7) involved animals and three (3) were justified officer involved shootings. The graph below illustrates the statewide distribution of firearm discharge incidents.



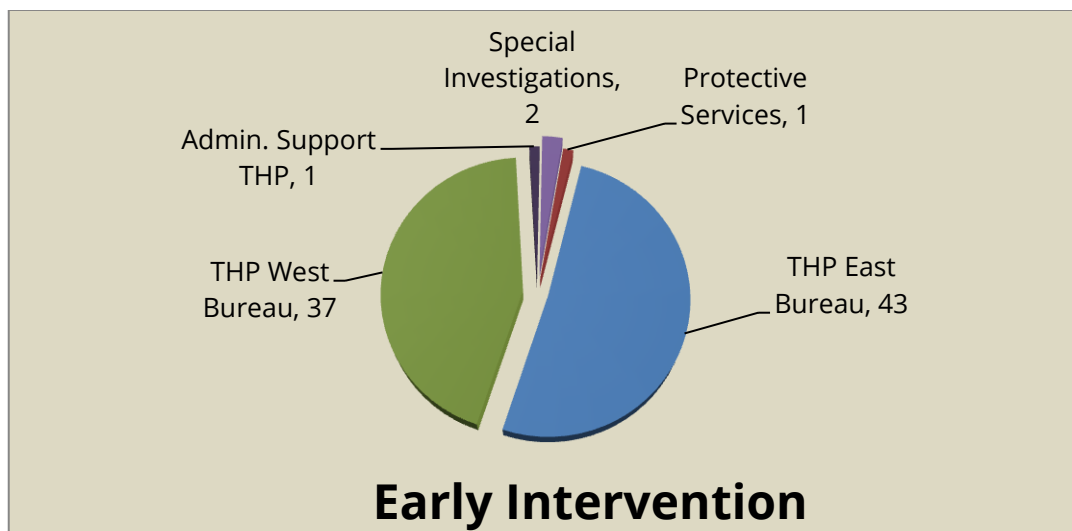
*During 2017, there were no firearms discharge incidents in Districts 4, 6, and 7.*

District	Total Firearm Discharges	% Firearm Discharges
THP-1	1	10.00%
THP-2	2	20.00%
THP-3	2	20.00%
THP-5	4	40.00%
THP-8	1	10.00%
Total	10	100%

During 2017, firearm discharges increased 25% from 2016. 30% of the firearm discharges occurred in THP West Bureau and 70% of the firearm discharges occurred in THP East Bureau.



## Early Intervention Alerts by District



In 2017, Early Intervention Alerts (84) decreased 28.81% when compared to 2016. Of all Early Intervention Alerts, 80 (95.24) occurred in the Tennessee Highway Patrol, 1 (1.19%) in Admin. Support THP, 2 (2.38%) occurred in Special Investigations, and 1 (1.19%) in Protective Services.

District	Alerts	% of Alerts
THP-1	13	15.48%
THP-2	6	7.14%
THP-3	17	20.24%
THP-4	7	8.33%
THP-5	18	21.43%
THP-6	6	7.14%
THP-7	4	4.76%
THP-8	9	10.71%
Admin. Support THP	1	1.19%
Special Investigations	2	2.38%
Protective Services	1	1.19%
Total Alerts	84	100%

- The incident and overall threshold levels were revised in August 2017. The frequency of alerts being generated was reduced significantly after the threshold levels were revised.



## Workplace Harassment Complaints

During the calendar year of 2017, the Inspectional Service Bureau received fifteen (15) Workplace Harassment and Illegal Discrimination complaints, which decreased by seven (7) when compared to complaints the Department received in the previous year. After consulting with the Department's Legal and Human Resource Divisions, it was determined that all of these complaints met the criteria to be investigated under the Department's Workplace Harassment and Illegal Discrimination policy or newly legislation covering bullying. The following data provides the disposition of the complaints received this year:

- Eleven (11) were categorized as *Not Corroborated*.
- Four (4) were categorized as *Corroborated*.
  - A one (1) day suspension and a requirement to attend a respectful workplace training class were the disciplinary actions taken in two (2) of the *Corroborated* investigations.
  - The other two (2) *Corroborated* investigations resulted in a coaching/counseling for the employee.